



BISHOP MILNER CATHOLIC COLLEGE

Policy for the Safe and Effective Handling of Challenging Behaviour

'Trust in the LORD with all your heart, and do not lean on your own understanding. In all your ways
acknowledge him, and he will make straight your paths.'

Proverbs 3:5-6

Presented to Representatives: June 2018

Date for Review: June 20120

This policy is consistent with the college's main behaviour policy and the same underlying principles of working restoratively apply. However, as a college we have found ourselves encountering more extreme behaviours than cannot be fully dealt with within the guidance given in our main policy.

The purpose of this policy therefore is;

- ✓ To help to maintain a safe and well-ordered environment in which students can learn
- ✓ To keep students and staff from physical harm
- ✓ To give consistent guidance to staff who are faced with challenging, dangerous and disruptive student behaviour
- ✓ To make clear the circumstances under which staff may use force or restraint

Guidance has been taken from the DfE Document 'Use of Reasonable Force July 2013'.

Preventing Escalating Behaviours

At Bishop Milner Catholic College staff work hard to ensure that very disruptive or violent situations do not arise. This is largely achieved by the following means;

- Creating positive relationships between students and staff
- Adopting a whole college approach to responding to bad behaviour choices
- Working closely with parents from an early stage
- Use of distraction techniques
- Use of 'time out' to allow students to calm down
- Behaviour for Learning Programme
- Implementation of an agreed Pastoral Support Plan for students who display very challenging behaviour
- Involving the SENCo and/or our Behaviour Manager in planning the best way to prevent outbursts and violence in SEN students
- Involvement of our Student Welfare Officer
- Involvement of the Child Protection lead
- Links with outside agencies e.g. Educational psychologist, CAHMS etc.

Where prevention has not been successful, as a last resort REASONABLE FORCE may be needed to manage extremely challenging behaviour.

Using Force to Control or Restrain Students

It is important to differentiate between these two different purposes of force.

- Control can mean either passive physical contact (eg standing between students or blocking a students' path) or active physical contact (eg leading a student away by the hand or arm, or ushering a student away by placing a hand in the centre of the back)
- Restraint is needed in more extreme circumstances and is intended to stop a child from continuing to do something such as hurting another person, hurting themselves or causing damage to property. A restrictive hold, carried out by a trained member of staff, may be used to restrain a child.

The Law in Relation to Use of Force by College Staff

Section 93 of the Education and Inspections Act 2006 enables college staff to use REASONABLE force to prevent a student from the following;

- Committing any offence
- Causing personal injury
- Causing damage to property
- Prejudicing the maintenance of good order and discipline at the college

In line with this, all staff at Bishop Milner Catholic College have the authority to use reasonable force in the following circumstances;

- To prevent a student from attacking another student or member of staff
- To prevent a student from causing serious deliberate damage to property
- To ensure a student leaves a room where the student persistently refuses to follow an instruction to do so
- To prevent a student behaving in a way that seriously disrupts learning
- To prevent a student from causing harm to themselves

Serious Deliberate Damage to Property

Serious deliberate damage includes acts such as breaking a window, cutting or throwing furniture, scratching or kicking cars and forcibly breaking equipment.

Serious Disruption to College Discipline

We define 'serious disruption' as an act which;

- makes learning impossible for the student and others
- creates major upset amongst other students
- provokes escalating challenging behaviour in other students

Reasonable Force

The amount of force used should always be in proportion to the consequences of not using force. The degree of force used should be the minimum needed to achieve the desired effect. Staff should therefore make an assessment of the impact of allowing the challenging behaviour to continue before deciding to use force. **IT IS ALWAYS UNLAWFUL TO USE FORCE AS A PUNISHMENT**

With the above in mind all staff are authorised to use the following types of force as a last resort where any student is behaving dangerously or persistently will not comply with instructions;

- ✓ Leading the student firmly by the arm
- ✓ Ushering the student by placing a hand in the centre of the back or on the shoulder
- ✓ Blocking the students' path
- ✓ Moving a child by two arms using the technique taught by qualified professionals

Where a child is resisting reasonable force to the extent that an injury could be caused the member of staff should cease contact with the child. If the child cannot be controlled by reasonable force and no consent has been given for restraint the parents will be asked to collect the child from college. This will usually have been agreed through the child's Pastoral Support Plan.

In cases of extreme danger (eg a student is about to run into a road) physically stopping a student is always a REASONABLE course of action.

In more extreme circumstances staff may need to use appropriate restrictive holds which require specific expertise or training. All staff at Bishop Milner Catholic College have had appropriate training and as such are authorised to work as a team to restrain students, as a last resort. Where it is likely that restraint will be necessary this will be recorded in the child's Pastoral Support Plan.

Power to search pupils without consent

In addition to the general power to use reasonable force described above, headteachers and authorised staff can use such force as is reasonable given the circumstances to conduct a search for the following "prohibited items":

- knives and weapons
- alcohol
- illegal drugs
- stolen items
- tobacco and cigarette papers
- fireworks
- pornographic images
- any article that has been or is likely to be used to commit an offence, cause personal injury or damage to property.

Force cannot be used to search for items banned under the school rules.

Recording and Reporting Incidents

Where it is expected that for a particular child significant force, including restraint, may be needed on a regular basis a Pastoral Support Plan and relevant risk assessments where required will be in place and agreed with parents. Parents will therefore be aware of the ways in which force may be used on their child.

All incidents of very challenging behaviour should be reported verbally to the Principal in the first instance. The Principal will carry out an informal and supportive debrief with staff and will address any further training needs as soon as possible. The Principal will keep an on-going Incident Log.

Incidents of significant use of force should be formally recorded in the following circumstances;

- If the incident causes injury or distress to the student or member of staff
- If a restrictive hold is used
- If a child has behaved in an uncharacteristically violent way and no Pastoral Support Programme is in place

These incidents should be recorded on the college's Incident Report Form and filed in the Principal's office. In the same circumstances parents should be informed of the incident either in person or by telephone. This will be followed up by a letter to parents with a receipt which should be signed by the parent. Any injuries should also be recorded in the Accident Book.

Appendix A

INCIDENT REPORT FORM

Person Reporting Incident	
Date of Incident	
Time of Incident	

Details of Incident

Description of Force or Restraint Used

Did you sustain and injuries?	YES/NO if yes please provide details and complete a relevant accident report form.
Was an intial verbal report made to the Principal as per the Challenging Behaviour Policy?	YES/NO if no please provide reasons why

Signed Date

PLEASE FORWARD COMPLETED FORM FOR THE ATTENTION OF THE PRINCIPAL